

**WEST VIRGINIA UNIVERSITY BOARD**  
**OF GOVERNORS**

November 11, 2022

The two hundred fourth meeting of the West Virginia University Board of Governors was held on November 11, 2022 in Morgantown, WV in person and via zoom. Board members in attendance/participating via zoom included Marty Becker, Charles Capito, Bray Cary, Elmer Coppoolse, Kevin Craig, J. Thomas Jones, Dr. Patrice Harris, Chloe Hernandez, Dr. Stanley Hileman, Alan Larrick, Susan Lavenski, Lisa A. Martin, Dr. Ashley Martucci, Paul Mattox, Taunja Willis Miller, Richard Pill, and Benjamin Statler.

**Note: With this meeting being conducted in person and via zoom, there was no way to ascertain all attendees but the following WVU officers, divisional campus officers, representatives (and others) participated:**

President, E. Gordon Gee;  
Vice President for Strategic Initiatives, Rob Alsop;  
Provost and Vice President for Academic Affairs, Maryanne Reed;  
General Counsel, Stephanie Taylor;  
Vice President for University Relations, Sharon Martin;  
Chancellor & Executive Dean for Health Sciences, Clay Marsh;  
Vice Provost, Paul Kreider;  
Vice President for Research, Fred King;  
Associate Vice President and Executive Director of the Office of Global Affairs, Amber Brugnoli;  
Dean of Students, Corey Farris;  
Associate Provost for Budget, Facilities and Strategic Initiatives, Mark Gavin;  
Vice President and Chief Financial Officer, Paula Congelio;  
Senior Associate Vice President for Finance, Anjali Halabe;  
Director of Internal Audit, Bryan Shaver;  
President, WVU Tech, Carolyn Long;  
Director of Communications, Office of the Provost, Kimberly Becker;  
Assistant Vice President for Strategic Initiatives, Erin Newmeyer;  
Associate Vice President, Institutional Data and Analytics, Office of the Provost, Lisa Castellino-Gergich;  
Assistant Vice President for Academic Planning and Implementation, Amanda DeBastiani;  
Associate Provost for Academic Personnel, Tracy Morris;  
Interim Associate Provost of Graduate Academic Affairs, Richard Thomas;  
Associate Provost for Faculty Development and Culture, Melissa Latimer;  
Associate Provost for Curriculum and Assessment, Louis Slimak;  
Associate Vice President for Academic Affairs, WVU Health Sciences Center, Louise Veselicky;  
WVU Staff Council Chairperson, Michael Torries;  
WVU's ACCE Representative, Shirley Robinson;  
Director of the WVU Center for Veteran, Military and Family Programs, Jerry Wood;

Chair, WVU Foundation Board, Pam Larrick;  
Chair, WVU Alumni Association Board, Darren Feeley;  
Executive Officer and Assistant Board Secretary, Jennifer Fisher;  
Director of News Communications, Shauna Johnson;  
Executive Director of Communications, University Relations,  
April Kaull; and,  
Special Assistant to the Board of Governors, Valerie Lopez.

**From CliftonLarsonAllen (WVU's External Auditor):**

Don Loberg, and  
Daniel Persaud.

**Members of the Press also participated.**

**CALL TO ORDER**

The meeting was called to order by Chairman J. Thomas Jones at 8:30 a.m. A roll call was taken to determine who was in attendance and a quorum established. Chairman Jones introduced Pam Larrick, Chair of the WVU Foundation Board, and Darren Feeley, Chair of the WVU Alumni Association Board, both of whom offered brief remarks. Chairman Jones also announced that board member Richard Pill last evening was honored as a Businessperson of the Year by the Martinsburg-Berkeley County Chamber of Commerce.

**UPDATE ON WVU'S CENTER FOR  
VETERAN, MILITARY AND FAMILY  
PROGRAMS**

Jerry Wood, Director of the above center, made the following presentation:

I am a native West Virginian, a former WVU student, an alumnus of the WVU Army ROTC program, and a 33-year active-duty retired Army Lieutenant Colonel. On this Veteran's Day, I'm honored and appreciative to have this opportunity to share with you a little bit about our program and how we are positively impacting WVU and beyond.

Given that most of you are likely unfamiliar with our program, I'll begin with a few key points about us.

- Formally known as the Office of Veteran Affairs with alignment under Student Life, the Center for Veteran, Military and Family Programs was formally launched on December 7, 2018, and realigned under the office of the provost. Coinciding with the launch of the Center was the grand opening of our current facility located on the second floor of the Mountainlair which is affectionately known as the Mountaineer Bunker.
- The 2,500 square foot Mountaineer Bunker serves as a multi-purpose

facility for staff offices, study area, and veteran lounge. Services provided include military benefit certification and processing, benefits counseling, academic advising, tutoring, and any other support services our military-connected students may need.

- The Center is supported by five full-time employees which includes me, a deputy director, and three VA and DoD trained military benefit certification officials. We also have 8-12 VA funded student work-studies that assist our operations while classes are in session.
- WVU has approximately 1,200 military-connected students on all campuses, in every college, and on-line. This demographic consists of Veterans, currently serving active and reserve military, and military dependents. Military dependents make up approximately half of our population.
- When classes are in session, the largest concentration of Post 9/11 Veterans in West Virginia is on our Morgantown campus.
- WVU accounts for approximately 35% of all VA benefit using students in West Virginia.
- In academic year 20-21, military-connected students accounted for \$15.2 million dollars of direct and indirect federal and state revenue via military earned education benefits.
- The Center's budget including salaries, fringe, and operational expenses total approximately \$420,000 dollars annually.

Over the past 4-years since the launch of the Center and the opening of the Bunker, the mission and purpose of our program has expanded significantly beyond the basic processing of VA education benefits. While there are numerous accomplishments to share, here are just a handful of the more significant ones.

- We established a centralized support system for all campuses including Potomac State and Tech resulting in effective and efficient support to students.
- We assumed the responsibility for the support of all military-connected students regardless of benefit type as well as non-benefit using students. Previously, the office of veteran affairs only processed VA benefits more commonly known as GI Bill.
- We created a military transition course for new non-traditional veteran

students to assist them with the transition from military service to academia. The course aims to provide the veteran with personal, academic, and professional guidance and education in their first semester to ensure they successfully achieve their desired goals and objectives.

- We developed functional partnerships with admissions and recruiting, registrar, on-line programs, career services, alumni association, and many other support units to ensure we are leveraging every component of the University to support and grow our student population. This includes targeted recruiting initiatives, customized admissions processing, enhanced assessment and acceptance of military education and training credits, hosting veteran focused hiring events, and fostering relationships with our military-connected alumni.
- We established DoD academic partnerships with military tailored academic programs. Most notable is the Integrated Marketing and Communications graduate program in the Reed College and our partnership with the Department of Defense Information School at Fort Meade, MD. This program has been wildly successful with each cohort of 20 students being wait listed since its inception. This program alone has accounted for 60 new students in the past 2 years and a projected 100 more in the next calendar year.
- And thanks to President Gee's direct involvement through his former colleagues at The Ohio State University, we became a member institution of the National Veterans Leadership Foundation which consists of 16 institutions throughout the US.

As a result of these and many other achievements, our program has attained a national standing and brand recognition not previously achieved. As determined by Military Times Publication's "Best for Vets: Colleges" review of 311 higher education institutions throughout the US, we've gone from unranked in 2017, to number 19 in the nation for 2022. We are obviously very proud of this recognition, but we are prouder of the impact our work is having on our students and, in turn, our state.

While we have focused a lot of our efforts over the past 4 years on our internal student facing operations, we have also begun doing strategic work outside of the university in alignment with our land-grant mission and President Gee's Purpose Initiative.

As we all know, our state has many challenges of which workforce and economic development are two of the most significant. Veterans along with their families are a small but substantial provider to our workforce including business ownership. Like many of our other labor demographics, West Virginia has a challenging veteran population dilemma that must be addressed. Outside of West Virginia's Department of Veteran Assistance which primarily focuses on operational support functions, there is no organization of any type in West Virginia providing a strategic leadership role for Veteran initiatives to address this challenge and others.

Here are a few statistics that might surprise you about veterans in West Virginia based on VA and Department of the Army data.

- 70% of WV Veterans are age 55 or older; 50% are 65 or older
- WV's total veteran population is declining at a faster rate than the national average and is nearly leading the nation
- Only 7.5% of WV Veterans are age 34 or younger
- Over 200,000 service members transition out of the military every year
- Of those 200,000 plus transitioning service members, WV ranks 43d in the nation as destination of choice receiving approximately 1,500 or. 7 percent; this number includes WV National Guard
- Only 22% of native West Virginians that enter active-duty service return home to WV
- WV Veterans' income, combined with spending by industries that support veteran population in West Virginia, generate approximately \$4.3 billion in total economic activity in the state in 2019
- Income and spending associated with WV veterans generated around \$164 million in state and local tax revenue for WV in 2019

With collaborative effort, commitment, and resourcing, I believe WVU can help stem the tide of our state's declining veteran population and increase our 18-54 year old veteran demographic. With creative thinking and getting out of our comfort zones, we can potentially provide partial solutions to our declining student challenge while increasing the talent pool for West Virginia employers which mutually benefits economic development.

A few initiatives among many that we are already working or considering are:

- Developing new academic programs or tailoring existing programs that are conducive to our veteran and military community including family members.
- Establishing more DoD partnerships in addition to our ongoing Defense Information School relationship.
- Providing incentivized tuition rates for all veteran and military-connected students regardless of their state of residency.

- Creating military-connected student scholarships for those only partially eligible, not eligible or have exhausted their VA and DoD education benefits.
- Establishing a West Virginia Veterans Education Council for all WV education and training providers in conjunction with the WV Higher Education Policy Commission to address military-connected student needs such as veteran focused career assistance among others.
- Developing and leading a collaborative statewide veteran working group consisting of government, higher education, not-for-profit, and corporate and industry partners for the purpose of developing a comprehensive veteran support ecosystem.
- Developing a Military Ascend program similar to Ascend WV that specifically incentivizes veterans and their families to choose WV as their destination of choice upon separation from the military.

Once again, with concerted effort and prioritization, I believe WVU through higher education can be a catalyst to attract and retain veteran and military family talent to West Virginia. This will only occur if we, the Center for Veteran, Military and Family Programs, leveraging the incredible power of the University, take on a leadership role for the state where it currently does not exist.

## **COMMITTEE REPORTS**

**November 10, 2022 Audit Committee Meeting:** Taunja Willis Miller, Audit Committee Chairman, reported as follows:

Thank you, Mr. Chairman. Yesterday afternoon there was a meeting of the Audit Committee.

First, we heard a report from Paula Congelio, who discussed the substantially complete Research Corporation single audit and the ongoing state single audit. Paula also informed the Committee about the satisfactory completion of the retirement plans audit of the WVU Research Corporation.

Next, we heard from CliftonLarsonAllen, our external independent auditors. They reported on the FY 2022 audits of the financial statements and audit reports for both West Virginia University and, on a preliminary basis, the WVU Research Corporation. They reviewed their auditor responsibilities for both engagements, discussed their risk base approach to auditing, and reviewed current events in higher education.

They reported that the University received an unmodified opinion – which is the highest level of assurance that can be given. In addition, there were no material audit adjustments that needed to be made. In addition, the Research Corporation received an unmodified opinion and an unmodified opinion on compliance with uniform guidance. There were also no material audit

adjustments and no findings related to compliance issues causing material financial impact.

In addition, CLA reported that their review of internal controls for both the University and the Research Corporation identified no material weaknesses and no significant deficiencies.

We do have two individuals from CLA with us today – Don Loberg and Daniel Persaud. Mr. Chairman, I would like to open it up to the full board if there are any questions for CLA. It is noted that no questions were raised.

Next, we heard from Paula Congelio, who provided an overview of the University financial statements for the year ended June 30, 2022. Paula reported that the unadjusted operating margin, before capital related revenues, was a negative \$52.4 million due to the impact of several extraordinary events and items including: a significant unrealized loss on investments; supplemental state appropriations; pandemic related federal relief grants; significant changes in the Other Post-Employment Benefits (OPEB) Liability; amortization of donated software; and the implementation of a new accounting standard on leases (GASB 87). After adjusting for these extraordinary items, the operating margin was a positive \$5.3 million.

WVU's total net position remained relatively flat compared to FY2021. Total assets of the University were \$2.5 billion and total liabilities were \$1.4 billion. The balance sheet remains stable with adequate operating cash and working capital to meet current obligations.

Mr. Chairman, the Fiscal Year 2022 Financial Statements and Audit Report for West Virginia University are included in the Board packet. I am happy to try and answer any questions, and I know Paula Congelio and Anjali Halabe are also available to answer any questions.

**Taunja Willis Miller, on behalf of the Audit Committee, moved that the full Board approve and accept the Fiscal Year 2022 Financial Statements and Audit Report for WVU, as presented. There being no questions or discussion, board Chairman J. Thomas Jones called for a vote on this motion – noting that no second was needed for a committee motion. The motion passed.**

We also met in Executive Session. During Executive Session, we received a confidential and privileged report regarding legal matters from the University's General Counsel. As part of the legal report, we also heard a confidential and privileged report from regarding some of the University's compliance and risk assessment efforts associated with human subjects research and clinical trials. Next, we received a report from the Director of Internal Audit discussing confidential and ongoing audit investigations and reports. No votes or actions were taken during Executive Session.

Mr. Chairman, this concludes my report.

**November 10, 2022 Joint Finance and Facilities and Revitalization/Strategic Plans and Initiatives Committee Meeting:** Elmer Coppoolse, who chaired this joint committee

meeting, reported as follows:

Thank you, Mr. Chairman. Yesterday afternoon, your committee on Strategic Initiatives met in joint session with the Finance and Facilities and Revitalization Committee.

We met in Executive Session. During Executive Session, we discussed deliberative, preliminary, and confidential information relating to academic, health sciences, and administrative priorities; personnel matters; matters relating to construction planning; computing, telecommunications, and network and data security programs; and/or matters relating to the purchase, sale, or lease of property, or the investment of public funds and other deliberative and proprietary matters involving commercial competition which, if made public, might adversely affect the financial or other interest of the University;. No votes or actions were taken during Executive Session. Confidential and preliminary matters involving or affecting the University's budget for the current and upcoming academic year, including retention and enrollment were also discussed. No actions or votes were taken during executive session.

After we rose from Executive Session, we publicly heard a presentation on the Research activity at the University, in terms of both numbers of grants and the overall dollar amount of revenues and expenditures, has increased substantially over the past decade.

The University has outgrown our current systems and they are not adequate to support researchers at the University. Management therefore proposed to move forward with the implementation of a new Electronic Research Administration system.

The University plans to pay for this project through a bond issuance later in Fiscal Year 2023 as part of the overall WVU Modernization Project efforts.

**Elmer Coppoolse, on behalf of the Joint Finance and Strategic Plans Committee, moved that the full Board approve the implementation of a New Electronic Research Administration System. There being no questions or discussion, board Chairman J. Thomas Jones called for a vote on this motion – noting that no second was needed for a committee motion. The motion passed.**

The Committee also received an update on the new budget model redesign. This redesign has focused on promoting greater transparency and timeliness with WVU's budgeting process. University leadership, in collaboration with stakeholders across the University and the Deans of University colleges, has developed a new model focused on revenue generating units that allocates revenue and expenses in a manner more clearly and in a manner appropriately aligned with the University's strategic objectives.

The guiding parameters of the new budget model are explained in the PowerPoint provided with your materials. The University is requesting approval to develop the University's Fiscal Year 2024 Financial Plan based on the new model.

**Elmer Coppoolse, on behalf of the Joint Finance and Strategic Plans Committee, moved that the full Board approve the guiding parameters of the new budget model and directs management to submit the Fiscal Year 2024 University Financial Plan based on the**



**new budget model design. There being no questions or discussion, board Chairman J. Thomas Jones called for a vote on this motion – noting that no second was needed for a committee motion. The motion passed.**

Additionally, the Committee received an update that the total number of students enrolled at the University for Fall of 2022 fell short of the enrollment assumption in our fiscal year budget. Student tuition is the number one revenue driver for the overall budget.

As a result of this decline, the University is implementing a number of cost containment measures designed to preserve the overall margin and cash position of the University that was anticipated when the Fiscal Year 2023 budget was approved in June.

After a productive afternoon and consideration of the above actions, the Joint Committee adjourned.

That concludes my report, Mr. Chairman. Thank you.

**November 10, 2022 Academic Affairs and Accreditation Committee Meeting:**  
Dr. Patrice Harris, chair of this committee, reported as follows:

Thank you, Mr. Chairman. Your committee on Academic Affairs met yesterday afternoon.

We met in Executive Session. During Executive Session we discussed deliberative, preliminary and confidential information relating to academic priorities. No votes or actions were taken during Executive Session.

Following our Executive Session, we held a public session during which Provost Reed introduced guest speakers to share updates on two initiatives. Greg Dunaway, dean of the Eberly College of Arts and Sciences provided a presentation on a student success initiative called the Foundational STEM Collaborative aimed at enhancing STEM knowledge, instruction and student success within foundational science and math courses.

Following Dean Dunaway, three members of the Provost's Office provided an overview of the process for updating the University's Procedures for Faculty Appointment, Annual Evaluation, Promotion, and Tenure document. This effort is part of the Academic Transformation Faculty Rewards and Recognition initiative and was shared by Melissa Latimer, Associate Provost for Faculty Development and Culture; Tracy Morris, Associate Provost for Academic Personnel; and Chris Staples, Executive Director of Academic Personnel.

Mr. Chairman, we had a busy afternoon, and this concludes my report. Thank you.

**ANNUAL REPORT OF THE  
CLASSIFIED STAFF  
REPRESENTATIVE TO THE BOARD  
OF GOVERNORS**

Lisa A. Martin, the Classified Staff Representative on the Board, made the following presentation:

Thank you President Gee, Chairman Jones, fellow Board members, guests and others watching today for giving me this opportunity to report on classified staff.

Before we begin, I would be remiss if I didn't acknowledge Veteran's Day. Let us all take a moment in our hearts and minds to express our gratitude for their service. Without it, we would not continue to enjoy the safety and freedom we do today. If you are a Veteran, please stand or raise your hand. Thank you for your service!

For our new board members and others who may need a refresher, my report will include a review of what it means to be classified staff. Our sister institutions were invited to provide a report on their respective campuses but neither were able to join us. If you have questions during this presentation, please feel free to ask. No need to hold them until the end.

Let's review a few things first.

The seat I hold on the Board is an elected position. All full-time regular and part-time regular classified staff at each of the campuses including those at HSC Charleston are eligible to run for and vote for the BOG classified staff representative. I am in my fifth year of serving on the Board of Governors.

Because there are some new members on the Board since our last report, let's quickly review what it means to be classified staff.

A classified employee is a regular full-time or regular part-time employee who:

- Does not meet the duties test for exempt status under the provisions of the Fair Labor Standards Act
- Was a classified employee as of January 1, 2017, unless otherwise deemed a non-classified employee
- Does not qualify as a non-classified staff employee

Let's start with some good news. An updated classified staff compensation structure was adopted in June 2022. There are 16 pay grades ranging from 6 through 21. Salaries range at entry level for pay grade 6 from \$13.00 an hour or \$25,350 annually and for pay grade 21 maximum is \$41.25 an hour or \$80,437.50. A total of 1,401 classified employees or 95% were eligible for a raise with 34 ineligible due to performance or active discipline. Those who received a raise received an average increase of 5.1%.

I'd like to thank this board for supporting a much-needed pay increase for all employees and Rob's team for working to make it a reality. I trust you will continue to support our staff with regular increases.

You can see here we have a total of 1,540 classified staff as of October 17th. Included in this number is 1,148 at WVU, 63 at WVU Tech, 55 at Potomac State College and 274 at Health Sciences including the Charleston division.

Just for comparison, here is a quick look at the number of classified staff, non-classified staff and faculty numbers across all campuses.

Many classified staff have bachelor's, master's and even doctorate degrees, some of which were earned utilizing the Classified Staff Tuition Assistance program. In partnership with University administration, this scholarship program allows staff to work towards earning their first undergraduate degree. Scholarships cover up to \$1,335 per semester and allow time off during work hours to attend class. Classified and non-classified, benefits-eligible employees employed by WVU, including those at WVU

Beckley and WVU Keyser, as well as non-commissioned officers serving as staff with the WVU Army and Air Force Reserve Officers' Training Corps (ROTC) programs, are eligible to apply. Phase I of the scholarship program recently underwent some changes to streamline this program and make it more easily accessible. Phase 2 will focus on fundraising opportunities to help sustain and grow the scholarship.

Staff Council also oversees the scholarship application process for Children of Classified Staff. Our Hearts and Hands program provides limited financial assistance to staff, faculty and students who are unable to meet immediate, essential expenses because of a temporary hardship related to a catastrophic emergency.

Staff Counsel remains active throughout the academic year recognizing our fellow classified staff, sponsoring blood drives twice a year, coat drives and distributing Years of Service certificates. Since the BOG Rule 1.9 was adopted in January 2018, which authorized the Classified Staff Emeritus program, we have awarded emeriti status to ten outstanding classified staff with an average years of service of 38 years.

I'd like to introduce you to Michael Torries, our Staff Council chair. **Mr. Torries provided the following remarks:**

As Lisa said, my name is Mike Torries, Staff Council Chairperson, at least for today. I say that because I have taken another position at the university and will be stepping down as Chair. Shirley Robinson will be serving the remainder of my term, so my remarks today will be more contemplative in nature.

I'll start by saying that WVU has a great staff. Right? We are the backbone of the university. We give it structure and keep things and people organized and moving in the right direction. We are dedicated to our jobs and have a high sense of pride in the institution for which we are employed. Without the staff the University would be a pile of pedagogy madness. Well, maybe not that bad. Any time I can weave pedagogy pile into a speech I'll take it—its fun to say. But seriously, I know we can all agree that the staff play a critical role in the operations of our university.

Now, Staff Council members are a special subset of that group. We not only have pride in WVU, but we also recognize that there are things we can do better. So, we volunteer our time and efforts to help be part of that solution without the expectation of additional compensation. We don't do this because there is a service requirement to our job, or because it'll look good on our resume—those things are fine. We do this because we truly want to help lead the change and staff council is a conduit for us to do so.

At this time, I'd like to ask all Staff Council members to stand and be recognized. Thank you.

Staff council members, like many boards and other councils, are required to be able to intelligently discuss a wide range of issues that affect the University. Topics like pay structure, benefits and health care, campus safety, employee relations, government relations, are all subjects that frequently require thoughtful discussions.

I have been involved in staff council for 7 years and during that time I have seen many changes to our University. The Freedom agenda, Dining Services outsourcing, performance review policies, implementation of a new Code of Conduct and Tobacco Policies, are all examples of changes that directly affected the staff. During that time Staff Council and the administration has worked closely together as we have many things in common. We both want what's best for the university and the people who work and study here. It is only the topic of resource allocation do we find the largest opportunity for discussion.

This past year our employees received a raise in their salary. Thank you for supporting that. I urge your board, Mr. Chairman, to continue to advocate for increases in salaries in the future. I hope we can all agree employees deserve nothing less. In closing I'd like to say thank you to my fellow staff members for allowing me the honor of representing you. Thank you, Mr. Chairman for your Board's support, and Thank you Dr. Gee for your respect and patience in working with us. I had a great time and I know this University is better for us having worked together. Thank you very much.

Last but certainly not least Lisa A. Martin introduced Shirley Robinson, who was recently elected as Vice Chair when one of our long-time employees left the University. **Ms. Robinson provided the following remarks.**

As WVU's ACCE Representative:

- The name of the organization is The West Virginia Advisory Council of Classified Employees
- We serve as a representative body for ALL higher education classified employees.
- ACCE participates in policy matters of the Commission, Council (which is the 2-year colleges or better known as the CTC), legislative and executive branches of state government that affect ALL classified employees.

We also act in an

- Advisory capacity to the Commission, Council, legislative and executive branches of state government.

It has been a learning experience and as the incoming Staff Council Chair, and I welcome the opportunity to serve the classified staff of WVU and our President, Dr. Gee. I know, I will be faced with challenges, but that's ok, I welcome challenges and change, which is necessary and empowering.

I want to leave you with a quote from Dr. Seuss: *“Unless someone like you cares a whole awful lot, nothing is going to get better. It's not.”* Thank you.

Lisa A. Martin continued by saying that I know I am not alone when I say that I appreciate the work of the administration particularly during the last two years when faced with some very difficult decisions. But regardless of whether classified staff work on campus every day, work remotely or hybrid, they will continue to go above and beyond to make this University the best it can be by demonstrating our values of Service, Curiosity, Respect, Appreciation and Accountability every day.

Thank you for your attention. That concludes my report.

## **EXECUTIVE SESSION**

Chairman Jones requested a motion to move Executive Session, under authority in West Virginia Code §§ 6-9A-4(b)(2)(A), (b)(9), and (b)(12) to discuss:

- a. Potential strategic initiatives relating to academic and administrative priorities; personnel matters; corporate collaborations and financial matters relating to public private partnerships; the purchase, sale or lease of property; and other deliberative matters

involving commercial competition which, if made public, might adversely affect the financial or other interest of the University; and

b. Confidential and privileged report by General Counsel

The motion was made by Elmer Coppoolse, seconded by Kevin Craig, and passed. Following Executive Session Bray Cary moved that the board rise from Executive Session. The motion was seconded by Richard Pill and passed. Chairman Jones stated that no actions were taken as a result of today's Executive Session discussions.

### **GRANT OF RIGHTS RELATING TO THE BIG 2 CONFERENCE**

The Big 12 Conference is negotiating a new agreement with partners for the telecast of Big 12 athletic events, beginning July 1, 2025, and continuing for six years. Management is therefore seeking authority to extend WVU's grant of telecast rights to the Big 12 Conference through June of 2031 and to support, participate, and vote to proceed with supporting and authorizing those Big 12 Conference efforts.

Accordingly, Paul Mattox moved that pursuant to BOG Governance Rule 5.1, the West Virginia University Board of Governors authorizes management to proceed with the extension of the grant of the University's telecast rights to the Big 12 Conference through June of 2031 and with respect to the Big 12 Conference's negotiation of a new agreement for the telecast of Big 12 athletic events for a commensurate time frame. This motion was seconded by Richard Pill, and passed.

### **ACADEMIC AFFAIRS UPDATE**

Provost Maryanne Reed provided the following Academic Affairs Updates:

It's hard to believe but we are more than half-way through the fall semester, with just two weeks to go before the Thanksgiving break.

From my perspective, it has been a very good semester – with students and faculty happy to be back in full force and happy with the return of many in-person events and celebrations. It has felt like a normal school year but one in which people are expressing more joy and gratitude for being here and being together.

In the meantime, Academic Transformation continues to be a focus of the Provost's Office, and I'm pleased to share some updates on our progress.

## **Student Success**

### Data-Dive Results

There are several initiatives underway this fall focused on improving student success. But first of all, I wanted to share some good news about our efforts in this area. Drilling deeper into our data, we have learned that while our freshmen retention and upper-class undergraduate persistence rates are down slightly this year...our 4-year graduation rates continue to rise – and rise dramatically.

As a reminder...Student success is typically evaluated based on a university's 6-year graduation rate.

Looking at the performance of freshman cohorts (beginning in 2012 through 2018 as start years), our 4-year graduation rate rose 12 percentage points – amounting to 500 more students graduating in four years, getting into the job market sooner, and reducing their debt. This is a huge improvement.

But we are far from done. Improving student outcomes and time-to-degree will continue to be a significant priority for the University.

### STEM Instructional Collaborative

One of the most exciting efforts underway right now is being led by the Eberly College of Arts and Sciences to improve the performance of students in their introductory math and science courses. Our data shows that when students do not succeed in these courses, they get behind in their degree progression, and are less likely to retain to the University.

We learned yesterday in the Academic Affairs Committee meeting, that the Eberly College is making great progress on a new Foundational STEM Collaborative. Eberly teaches almost all of these intro courses, roughly 450 sections per semester, for students across campus, including those in majors outside of the College. With the new academic structure, the Eberly college will engage with faculty on the main and health sciences campuses to identify ways:

- to support students who need may remedial instruction (summer bridge programs, tutors imbedded into the courses);
- to standardize curriculum in these courses;
- to ensure that course instructors are following best practices in course design and instruction (active learning, teamwork);
- and finally, to determine which introductory STEM courses are actually needed for each major. (One size does not fit all.)

The new STEM instructional collaborative will be fully operational in Fall 20-23, but Eberly will already be piloting some interventions in introductory math courses in the Spring semester.

## Mental Health

While mental health challenges continue to impact our students, I'm pleased to report that the Carruth Center, WellWVU and WVU Medicine have made significant strides to provide more services and support to our students who are struggling. A few of their efforts include:

- The hiring of 12 new clinicians over the past several years, including counselors embedded in Health Sciences, the College of Law, Athletics and Graduate Education
- Hiring a new case manager for the CARE Team that responds in real time to students who are having difficulties managing their mental health issues and schoolwork
- Expanding the use of virtual resources to respond to students' needs "after hours." (Use of these resources has increased substantially since introducing them during the COVID crisis.)
- And providing training to faculty, staff, and students on how to identify mental health issues among students they encounter and how to intervene "safely"

This an issue we are taking seriously, and we will continue to focus on providing our students with the support they need.

## **Program Portfolio Review Update**

Last year, as you may recall, we underwent a process of program portfolio review, using a data-driven approach to determine the relative health of each undergraduate program at WVU. That process resulted in the Board voting to discontinue several majors and/or programs. But the majority of the programs identified (as "programs of concern") were given 2 years to make improvements and turn their fortunes around.

I'm pleased to report that our academic leaders and faculty are making progress in this area. Several departments (Geology and Geography as a prime example) are reconfiguring their academic programs to be more relevant, more appealing to students, and frankly, more efficient. (Financial challenges).

I'm also encouraged by the creativity exhibited by faculty in the creation of "new" academic programs designed to attract new students to the University. (Statler College: Bachelor's in Engineering Technology, (online) Master's in Engineering Management, developing new undergraduate degree in Environmental Engineering.)

There seems to be a "spirit of innovation" in the air.

Last month, our office announced a new curriculum innovation mini-grants program — to incentivize faculty to create new in-demand academic programs, emphasizing programs that



cut across academic disciplines and colleges. We received 35 pre-proposals – which is huge – and 14 of the groups have been selected to advance their ideas to the next level of review.

Many of those faculty participated in a workshop last week, designed to help them map out their curricula and learning objectives, craft an initial budget, and learn about market and job trends in these content areas. Faculty were enthusiastic and engaged in the process, excited about the ability to envision something new and cutting-edge.

These faculty have been invited now to submit full proposals. We will ultimately select up to 10 of these curriculum projects for mini-grants of up to 10-thousand dollars each, and we aim to announced the “winners” in January.

### **Faculty Rewards and Recognition**

Finally, we are also making progress on our “Faculty Rewards and Recognition” priority. This priority is focused on:

- Recognizing and rewarding faculty for a wider variety of contributions in research, teaching and service;
- Providing faculty with multiple pathways to success through our established tenure and promotion process;
- Aligning our rewards and recognition structure to support institutional priorities (such as our land-grant mission);
- And finally, ensuring there is greater consistency in our evaluation processes and greater transparency in how we hold our faculty accountable at every stage in their career.

To date, we have:

1. Established a new University workload policy to ensure there is consistency and equity in how faculty workloads are assigned. The Colleges, have in turn, created their own workload documents, with greater specificity — and the departments will follow in suit.
2. In partnership with our faculty senate, this year, we are piloting a new student evaluation of instruction survey, more focused on student engagement and learning than on faculty “performance.”
3. And this fall, our major effort has been to revise the University’s promotion, tenure and faculty evaluation document. Over the last year-and-half, a large and representative faculty committee worked with our office to make changes to the existing document, which was last updated in 2014. This fall, members of the Provost’s Office team have been sharing the document more widely in a series of 20-plus “town-hall meetings.” The document has been posted for comments on the Academic Transformation and Faculty-dot-WVU website, and we’ve made many changes to the document as a result of those comments.

In general, I want to say that I am pleased with how the process has unfolded. While we've seen some anxiety about the changes being made, faculty, on the whole, have been very engaged in this process, and my team has been listening and responding to their concerns. In my mind, we are having a dialog and building trust along the way.

The comment period ends today – November 11th – and the revised document will go to the Faculty Senate for a vote on December 5th.

## **Personnel Changes**

And finally we've made some changes to academic personnel, since the committee last met in September.

For one, we extended the contract of Dr. Josh Hall, who was serving a 2-year term as the Dean of the Chambers College of Business and Economics, for an additional 3 years. We think Josh is doing an excellent job, and the feedback we've received from the college's leadership, faculty and alumni has been very positive. As is our normal process with deans, Dr. Hall will undergo an extensive evaluation his 5th year to determine if he should continue to serve another 5-year term.

We are still actively engaged in the search for a new President of the WVU Tech campus in Beckley. As you know, our beloved Carolyn Long, will be retiring at the end of the calendar year, and ideally, we would like her replacement to start on January 1st.

We employed the search firm Greenwood Asher to identify qualified candidates and a screening committee comprised of representatives from key stakeholder groups, selected four outstanding finalists, who recently came to campus for in-person interviews. President Gee and I hope to make the final selection before the Thanksgiving break and certainly by the December Board meeting.

## **APPROVAL OF PROPOSED AMENDMENTS TO WEST VIRGINIA UNIVERSITY BOARD OF GOVERNORS GOVERNANCE RULE 1.4 – ETHICS, CONFLICTS OF INTEREST, AND OUTSIDE CONSULTING ARRANGEMENTS**

General Counsel Stephanie Taylor presented this agenda item.

During the September 8, 2022 meeting, the Board approved a Second Notice of Proposed Rulemaking for the proposed amendments to BOG Governance Rule 1.4: Ethics, Conflicts of Interest, and Outside Consulting Arrangements.

Following the approval of the Second Notice of Proposed Rulemaking, this Rule was posted for a 30-day public comment period from September 12, 2022, through October 12, 2022. The proposed amended Rule was posted on the University's policy website, and notification regarding one's ability to comment was circulated to faculty, staff, and students. Any member of the public could click on the Rule and then submit a comment electronically.

During the second comment period, the University received a total of eleven (11) comments from twenty-eight (28) individual commenters regarding the proposed amendments to Governance Rule 1.4. In accordance with W.Va. Code and the Board's rulemaking process, the comments received and the University's response to each comment were posted publicly on the University's policy website on November 1, at least ten (10) days in advance of the Board meeting during which the Board may approve the Rules as final. A copy of the comment received and the University's responses are attached to this Agenda Item.

No additional changes to the Rule were made in response to the second round of comments received. A copy of the current proposed amended Rule was attached to this Agenda Item in the board's meeting materials. As a reminder, the proposed changes to the Rule that were put out for public comment as part of the First Notice of Proposed Rulemaking are shown in **blue** text. The proposed changes put out for public comment as part of the Second Notice of are shown in **red** text.

The Board of Governors is asked to approve the final amended Rule as presented. If approved, the amended Rule will be effective in 15 business days, in accordance with our rulemaking procedures.

Accordingly, Elmer Coppoolse moved that the West Virginia University Board of Governors approve the final amended Rule as presented, pursuant to BOG Governance Rule 1.1. The motion was seconded by Taunja Willis Miller, and passed.

### **APPROVAL OF MINUTES**

Kevin Craig moved that the minutes of the September 9, 2022 Regular Board meeting be approved. The motion was seconded by Dr. Ashley Martucci and passed.

### **RESIDENT'S REPORT**

President Gee offered the following remarks:

First, the president acknowledged a special celebration he just attended in honor of Carolyn Long's retirement as president of WVU Tech. Board member Paul Mattox also added that the Tech Alumni Association, through a legacy project, will name a road going through the campus after President Carolyn Long.

Next, the president also thanked Lisa A. Martin, Michael Torries and Shirley Robinson for today's classified staff reports.

Continuing, I am pleased to welcome our Board of Governors to campus as we celebrate one of our most cherished traditions, Mountaineer Week.

In fact, we are marking a milestone, celebrating our 75th annual Mountaineer Week. This marquee event educates our students, faculty and staff about the rich culture of Appalachia while inviting the community to share in the festivities.

Today we are also observing Veterans Day and honoring all Mountaineers who served their country in the military. Jerry Wood, our veterans affairs director, provided an update earlier about the many ways we serve veterans, active military members and their families on our campus. I would like to note one particular program that is helping veterans around the state gain career knowledge and tools through agriculture. Extension and Operation Welcome Home are partnering on the Veterans in Agriculture Training program. Made possible through a grant from the USDA National Institute of Food and Agriculture, this program gives veterans hands-on agriculture experiences and classroom learning opportunities. The training also helps make connections between veterans and local communities. Participants learn about how to grow foods year-round in high tunnel greenhouses and how to turn those crops into a profit-generating businesses. Next year, Extension plans to offer additional courses that focus on marketing and selling, as well as the economic side of running a successful business. So far, more than 75 veterans and other community members have participated in the agricultural training.

Along with veterans, our University is also strengthening programs to support another group of Mountaineers—first-generation students. This week, our First Gen Initiatives program has taken part in national First-Generation College Celebration Day activities. Events included a Purpose Center workshop to help these students discover their strengths; an informational session about study-abroad opportunities; and several college-specific activities. With almost 4,000 first-generation students attending our University, it is appropriate to spend time celebrating their accomplishments and helping them navigate the college experience.

During Mountaineer Week, as we honor our state's heritage, it is also fitting that we are also working to ensure that veterans, first-generation Mountaineers and all our students overcome obstacles to achieve their dreams.

### **INFORMATION ITEMS**

There were no questions or concerns expressed by any board member pertaining to the Information Items contained within today's agenda.

### **CONSENT AGENDA**

Chairman Jones called for any discussion of today's Consent Agenda items and asked whether any items needed to be pulled for a separate discussion/vote. There being no such request made Bray Cary moved that today's Consent Agenda be approved. This motion was seconded by Lisa A. Martin and passed.

Thereupon, the following Consent Agenda items were approved:

**1. Deactivation of the MDS-Education/Human Services in Multidisciplinary Studies in the former CEHS**

Resolved: That the West Virginia University Board of Governors approves the deactivation of the MDS-Education/Human Services in the former CEHS.

**2. Termination of the Master of Public Health (MPH) in Social and Behavioral Sciences degree program within the School of Public Health**

Resolved: That the West Virginia University Board of Governors approves the termination of the Master of Public Health (MPH) in Social and Behavioral Sciences within the School of Public Health.

**3. Termination of the Master of Public Health (MPH) in Occupational and Environmental Health Science degree program within the School of Public Health**

Resolved: That the West Virginia University Board of Governors approves the termination of the Master of Public Health (MPH) in Occupational and Environmental Health Science within the School of Public Health.

**4. Termination of the Master of Public Health (MPH) in Epidemiology degree program within the School of Public Health**

Resolved: That the West Virginia University Board of Governors approves the termination of the Master of Public Health (MPH) in Epidemiology within the School of Public Health.

**5. County Extension Appointments**

Resolved: That the West Virginia University Board of Governors approves the nominees and alternates for positions on the County Extension Service Committees in West Virginia, as presented.

**GENERAL DISCUSSION AND  
ADJOURNMENT**

Chairman Jones announced that the Board will conduct its next regular meeting on December 16, 2022. There being no further business to come before the board, Elmer Coppoolse moved to adjourn the meeting. The motion was seconded by Chloe Hernandez and passed. The meeting was adjourned at 11:33 p.m.

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Richard Pill, Secretary